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### The Relationship between subjective-well-being and job satisfaction of Health insurance organization staff in Tehran

Soheila Bakhshi<sup>1</sup>, Hooshang Jadidi<sup>2\*</sup>, Taher Tizdast<sup>3</sup>

1. Department of Psychology, Islamic Azad University, North Tehran Branch, Tehran, Iran.

2. Department of Psychology, Islamic Azad University, Sanandaj Branch, Sanandaj, Iran.

3. Department of Psychology, Islamic Azad University, Tonekabon Branch, Mazandaran, Iran.

#### A B S T R A C T

Job satisfaction plays an important role in human behavior and resources management studies and may have a great effect on labor efficiency. Subjective-well-being is one of the factors affecting on job satisfaction. Subjective well-being is the consent of the person of their quality of life, based on criteria selected by their. The present study examined the relationship between subjective well-being and job satisfaction. In the present study, 114 employees of Health insurance organization were analyzed by job satisfaction questionnaires and subjective well-being questionnaires. This descriptive study was a correlational study and the data were analyzed using Pearson correlation and stepwise regression. The results showed that a strong relationship between subjective well-being and job satisfaction (0.639). It also includes the following components of subjective well-being: emotional (0.404), psychological (0.46) and social well-being (0.557) that shows a significant relationship. It can be concluded that subjective-well-being can be a predictive variable in job satisfaction. The predictability of subjective-well-being components is respectively social Well-being, psychological well-being and emotional well-being.

**Keywords:** Job Satisfaction, Subjective Well-Being, Psychological Well-Being, Emotional Well-Being.

#### INTRODUCTION

Skilled experts and efficient is the most valuable wealth of each country(Ito, Yokoo, & Matsubara, 2003). Many countries, despite the lack of natural resources, have been welfare because of its skilled human resources and using them. And with long and strong strides, will follow the path of progress and achievement(Becker, 1994). Studies show that there is an active force, juicy and with a sense of job satisfaction that can help to achieve optimal organizational goals. Today, job satisfaction has special place in the study of human resource management and human behavior. Because of this structure can be effect to

\*. Corresponding Author: Hjadidi86@gmail.com

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predict future organizational behaviors such as leave jobs, delays, doing less, absence. And finally have a significant effect on human resource productivity(Coomber & Barriball, 2007; De Gieter, Hofmans, & Pepermans, 2011). Job dissatisfaction and stress not only affects people's mental health, it also threatens a person's physical health, as well as biological. Today, job satisfaction is important issues that its high marks for most managers and employers organizations and agencies around the world(Zheng, Faubion, Talley, & Lankford, 2017).

Various factors, including individual characteristics, type of work and human relations, job satisfaction is effective(Barrick, Mount, & Li, 2013). Job satisfaction is a factor to increase performance and individual satisfaction And any official attempt to increase its employees' job satisfaction.

Job satisfaction of any organization is important for three reasons:  
1. Studies show that people are unhappy, they leave the organization and many of them resigned.

2. Satisfied employees enjoyed better health and a longer lifespan.  
3. Job satisfaction goes beyond the boundaries of the organization and its effects on the private life of the individual(Judge, Hulin, & Dalal, 2012; Judge, Weiss, Kammeyer-Mueller, & Hulin, 2017).

One of the aspects of job satisfaction, which is often overlooked, is its relationship with health staff. People unhappy of their jobs are susceptible to various diseases, from headaches to heart disease(Beehr & Newman, 1978; Saari & Judge, 2004). Another sign of job dissatisfaction is presence of psychological distress in the organization. Experienced managers know that part of the organizational problems related to unhealthy human resources and psychosis(Leung, Siu, & Spector, 2000; Marchand, Demers, & Durand, 2005). An employee who is suffering psychosis can be intentional or unintentional, caused the losses.

One of the internal factors influencing of job satisfaction is feeling of well-being. In the twenty-first century, psychological science has been realized that human must rationally spend your energy in the positive aspects of his experience. Because the beginning, psychology focused on negative emotions such as anxiety and depression So that the positive excitement like happiness and satisfaction. Scientific literature has more about pain than pleasure. But now research about the well-being of positive psychology is growing increasingly(Todorova, Bear, & Weingart, 2014).

Sense of subjective well-being is cognitive and emotional perception of life. Subjective well-being has two components: cognitive and emotional. Cognitive well-being is to evaluate the cognitive levels of life satisfaction.

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Subjective well-being is the consent of the person of their quality of life, based on the selection criteria by it. Subjective well-being is a factor that includes physical, mental and social needs of people in positive dimension (Schalock & Felce, 2004). When a person's well-being is reduced, the person may suffer from psychological problems such as loneliness, isolation and depression in life, and reduction in quality of life.

On the other hand, people with high well-being feeling positive emotions experience and positive assessment the events around them, thereby increasing life satisfaction, and ultimately enhance the quality of life in them (Huidi, 2012; Krause, 2003). The present study is an attempt to understand that is there relationship between personality characteristics and subjective well-being with job satisfaction?

## **METHODOLOGY**

The research is descriptive and correlational. The statistical population of health insurance staff in Tehran. Morgan Cochran's sample size of 113 people but 160 people was selected. Finally after distributing questionnaire and a number of them loss, 114 samples were used. Also method is simple random sampling. To assess job satisfaction, job descriptions Index questionnaire was used. This questionnaire in 1969 by Smith, Kendall and Hiolin were made and measures six aspects of work and job satisfaction, including the nature of work, supervision, promotion and upgrading rights, colleagues and working environment.

Alpha and validity of the questionnaire for all subcomponent of is 0.41. The questionnaire has 70 questions in 6 different dimensions. Answer sheet of questionnaire based on the Likert scale (strongly disagree, disagree, neutral, agree and strongly agree) and scores from 1 to 5 is set to be variable.

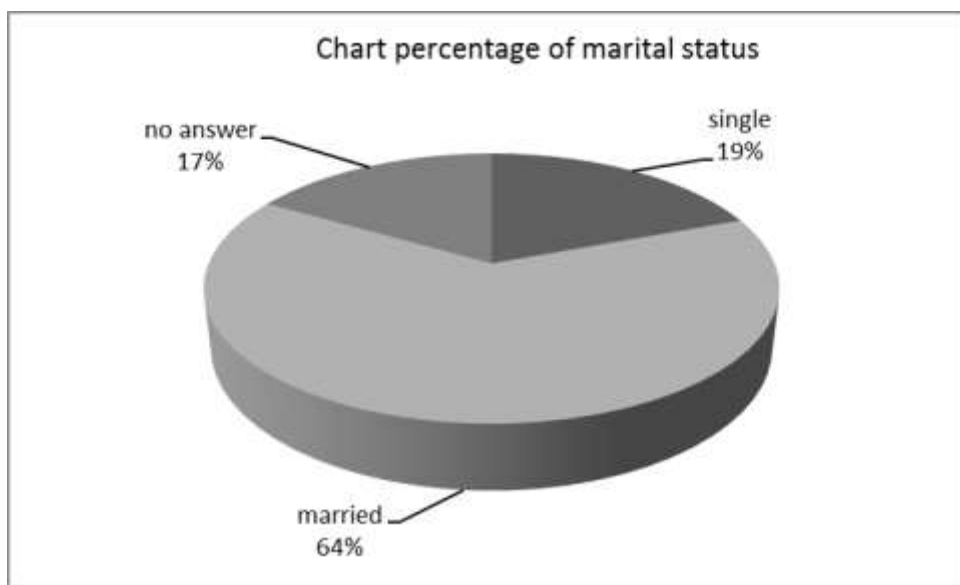
Also to measure subjective well-being, a questionnaire of (Keyes & Magyar-Moe, 2003) was used. That consists of three dimensions, emotional well-being and mental health and social welfare respectively. The questionnaire consists of 45 questions. 12 first question is related to emotional well-being, 18 the next question related to psychological well-being and 15 the next question is related to social well-being. Answer sheet of questionnaire based on the Likert scale (strongly disagree, disagree, slightly disagree, neutral, slightly agree, agree and strongly agree) and scores from 1 to 7 is set to be variable. The correlation coefficient between subjective well-being reported 0.78 and its subscales including emotional well-being and mental health and social well-being 0.76, 0.64 and 0.76 respectively. The internal consistency coefficient according to Cronbach's alpha for total of questionnaire is 0.80 and for subscale 0.86, 0.80 and 0.61 respectively. To analyze the data, statistical methods of Matrix Correlation and regression analysis used. The data were analyzed in SPSS software.

## RESULTS

The results discussed in two parts: descriptive and inferential analysis.

**Table 1.** Frequency of subjects on the basis of marital status

marital status	frequency	percentage
Single	22	19.3
Married	73	64
No answer	19	16.7
<b>Total</b>	<b>114</b>	<b>100</b>

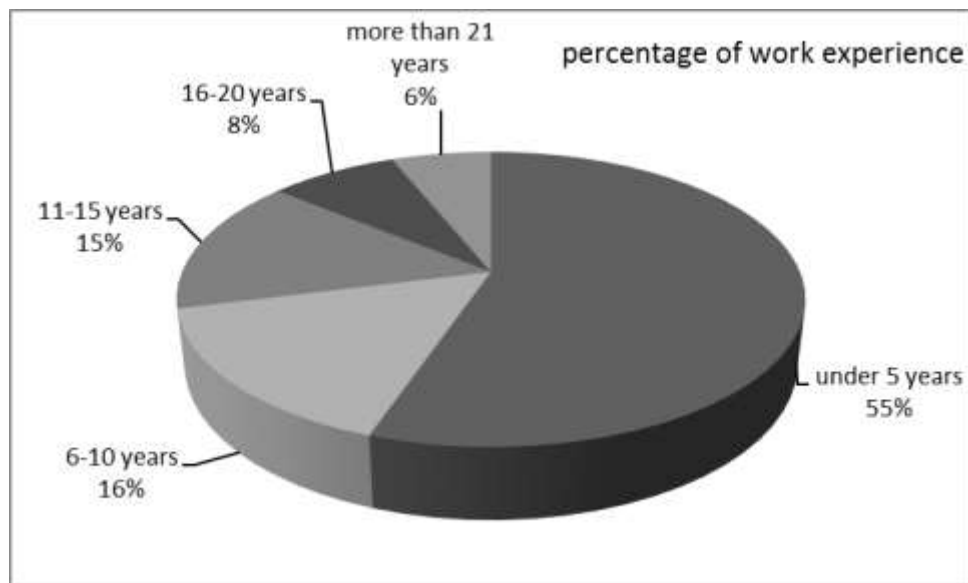


**Chart 1.** Chart percentage of marital status

**Table 2.** Frequency of subjects in terms of work experience

work experience	frequency	percentage
Under 5 years	63	55.3
6 to 10 years	18	15.8
11 to 15 years	17	14.9
16 to 20 years	9	7.9
More than 21 years	7	6.1
<b>Total</b>	<b>114</b>	<b>100</b>

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**Chart 2.** Chart percentage of work experience

**Table 3.** Correlation matrix relationship between subjective well-being and job satisfaction

variable	subjective well-being	
	Correlation	P
job satisfaction	0.639	<b>0.0001</b>

**Table 4.** Correlation matrix of well-being and job satisfaction

Variable	1	2	3
Job Satisfaction	0.557	0.46	<b>0.404</b>
<b>Variable component of subjective well-being</b>			
1. Social Welfare	1	0.445	<b>0.321</b>
2. psychological well-being	0.445	1	<b>0.352</b>
3. emotional well-being	0.321	0.352	<b>1</b>

Significant level: 0.01

Also, as can be seen in Table 4, there is a significant relationship between job satisfaction and a total score of subjective well-being. And also there is a moderate correlation between the components of subjective well-being, including social welfare (0.557), psychological wellbeing (0.46) and emotional well-being / emotional (0.404) with a significance level of 0.01.

## CONCLUSION

The results showed a strong relationship between subjective well-being and

job satisfaction is straightforward. Therefore, the subjective well-being in person be higher, job satisfaction will be more. In other words subjective well-being is a significant role in predicting job satisfaction. The result of this research consistent with the result of Nguyen research (2012) that he examined the relationship between subjective well-being and job performance (Nguyen & Nguyen, 2012).

The findings also showed that subjective well-being scale components including emotional well-being (emotional) and psychological and social well-being of each individual to contribute significantly predict job satisfaction. In other words, as compared to the absolute value of beta components of social well-being, psychological well-being, emotional in explaining job satisfaction.

### **Suggestions**

Future research can be comparable in job satisfaction between men and women was examined and compared. We also suggest that organizations in all provinces of the country and is currently doing research to put together a comprehensive information obtained results that can be generalized to all person in Iran.

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